



KENNEDYFITCH

Peer Group Coaching for CHROs

Engage with peers in a trusted environment



A safe space to be inspired on the challenges we face

“There are challenges I face at work that I cannot reflect on with my colleagues or team. What I am looking for is a small group of trusted peers who understand these challenges and can help me reflect on them”

- Chief People Officer, High Tech Company -

Hello!

A number of CHRO's shared with us the need to reflect with trusted peers about their personal challenges and the dilemmas they encounter in their roles. It can get a little lonely as a CHRO. Sometimes, for a variety of reasons either personal or work related, it might be difficult to share your dilemmas with your peers, boss or team members and you don't necessarily wish to work with a coach on a one to one basis.

We strongly believe in the power of Peer Group Coaching and we would like to offer you this opportunity to engage with like-minded peers. Peer Group Coaching is a facilitated reflection in small peer groups. In your group, you reflect on personal dilemmas and challenges you encounter as CHRO enriched by multiple perspectives from small peers groups and an experienced executive coach.

Peer Group Coaching for CHROs comes with many benefits. Trusted peers bring outside-in perspectives that provoke your thinking and shared learning. Together we create and leverage a safe haven where we can inspire and be inspired, where we can network, learn and grow fostering a sense of bonding and belonging.

During the Peer Group Coaching for CHROs you can reflect with your peers on any topic that is personal and relevant to you, for example:

- Your interaction with your CEO or your observations and challenges with board dynamics
- The interplay between CEO and Chairman of the Board
- Integrity/compliance and reputation challenges
- Behaviour of Senior Executives and the role of the CHRO

We are looking forward to seeing you at our Peer Group Coaching for CHROs!

Warm regards,

Lucille Adriaens



Our offering

Five facilitated Peer Group Coaching sessions per year

- An exclusive, confidential and diverse group with like-minded peers (by invitation only)
- Each group will consist of a maximum of 6 members
- All members will have a personal intake experience to ensure that your needs will be met
- The group is carefully composed in terms of diversity and seniority in order to maximize impact
- 5 Peer Group Coaching sessions per year, each session is 2.5 hours. The dates are set a year in advance
- The topic of each session is focused on a dilemma or a leadership challenge presented by one of the group members
- Sessions are a mix of online and face-to-face meetings
- The face-to-face sessions will be combined with a cocktail dinner or lunch in order to facilitate networking
- KennedyFitch provides an experienced facilitator with expertise in executive coaching, HR and group dynamics to run all aspects of the group sessions
- Sharing in the group is based on the strictest confidentiality (members will make an explicit confidentiality commitment)
- Face-to-face sessions take place at a central location in The Netherlands
- As a member of a KennedyFitch Peer Group you get priority access to our thought leadership insights

Who can join?

- Membership is reserved for end-responsible HR leaders
- The peer groups are exclusive members-only meetings
- Membership is by invitation.

Who we are

Let us connect and reflect!



Lucille Adriaens

Partner at KennedyFitch

As a peer group and executive coach, I work with my group to help them understand themselves in connection with their context. With more than 25 years of experience in facilitation I help leaders through peer group dialogues to become more effective, confident and fulfilled in their role and the system they interact with. I have multiple experiences in facilitating and participating peer group dialogues, the most recent are the peer group dialogues as part of the Supervisory Board program of TIAS. I am a certified Leadership Circle Profile coach; certified by McKinsey as coach for Leadership Transformation and a certified Systems-Psychodynamics Coach by the Tavistock Institute. I have more than 20 years experience as an HR professional, understanding the dynamics in team and organizational settings.

Enquiry

- Contact Lucille Adriaens (Lucille.Adriaens@kennedyfitch.com)
- We will set-up a meeting for a more in-depth interview. If we agree together that this is the right option for you, we will find the right peer group for your needs
- Members of the groups will be selected by KennedyFitch, taking care of the match with relevant peers and avoiding customers and competitors being placed together in the same peer group.
- Pricing is based on a full year commitment. Please contact us for details.

About KennedyFitch

**At KennedyFitch we touch the “hearts and minds”
of leaders, teams and companies.**

Our expertise stems from 20 years in HR transformational leadership roles in large multinational organizations and is underpinned by academic education and practical training in organizational science, business administration, Human Resources, coaching, team facilitation and psychodynamics. --- At KennedyFitch, we are a unique family of people, with a natural blend of personal, business and friendship approach. With our track record of unique interventions we can drive organization wide transformations, leading to a shift in underlying beliefs, mindsets, patterns and behaviours, connecting culture and strategy to drive effective performance.

What we bring to the table

Executive Search

We find you the right people to take you forward to where you want to be. We have a global reach and deep expertise in executive search, from multinationals to scale-ups, with an emphasis on HR leaders. Candidates see us as a knowledgeable, objective and trusted career advisors and cherish that they can work with experts who have a stake in the HR profession and are committed to build the Future of HR.

Talent & Transformation Consulting

We help change mindsets and behaviors for your organization to fully accomplish its vision. We help you build the workplace of the future, are “talent and leadership developers” and provide interventions on an individual, team and organizational level. Through executive coaching, team facilitation and organizational transformation practices, we touch the hearts and minds of talented leaders, teams and companies.

Community building and Knowledge sharing

The more we know, the more we know we don't know. We bring together a community of experts and professionals that can help you find answers or offer yours. The new way of working is powered by networks. To that end, we are “knowledge, network and community builders”. We offer workshops and learning sessions about the future of HR, we teach in Business Schools and are working with universities to advance their HR curriculum. We are the founders of the BEYOND HR Forum, host webinars and engage with academics, consultants and thought leaders.



KENNEDYFITCH

Executive Search &
Management Consulting

**Feel free to reach out to us
for more information**

info@kennedyfitch.com
www.kennedyfitch.com